

UNAPPROVED APPROVED
PROPOSED 2015 SELECTMEN'S PUBLIC BUDGET MEETING
Saturday, September 20, 2014

Attendance: Chairman Carleton Robie, Vice-Chair David DePuy, Selectman Dick Snow, Selectman Boyd Chivers, Accounting/Payroll Clerk Donna Becker, and Administrative Assistant Andria Hansen. **Absent:** Selectman Amanda Soares.

Solid Waste: Selectman DePuy explained the line increases. The facility operation and maintenance & electricity line was increased. They'll be going over on that line this year, so they moved it from \$13,000 to \$14,000. The loader operation and maintenance line was increase from \$8,000 to \$8,500. He noted that Household Hazardous Waste day is in that budget at \$12,000. The last few years it has been running under \$10,000. It's a line item that used to be a warrant article and they can't invade it for other reasons. This year when they were done they said it was going to cost about \$6,400. He felt the line should be reduced to \$10,000. They haven't run over \$10,000 in the last 3 or 4 years. Selectman Snow said maybe they should be thinking about doing 2 per year. Facility Operator Chuck Whitcher said they have done that in the past and neither one were attended very well and when you added the two set up fees it was just a lot of money to set up instead of processing materials. He didn't think that it worked out that well. Selectman DePuy noted the set up fee is \$1,200. He thought they got more for their money this year because they did put it out to bid. The bid price they got was for 2011 prices. Selectman Snow suggested reducing the line by \$2,000. Selectman DePuy thought they could add that to the baler line. They got 4 or 5 quotes and they are running from \$65,000 to \$77,000. There may be some things that need to be changed to adapt to our location, but the max would be \$77,000. He put a COLA adjustment in of 2.5%. He doesn't want to play favorites, but there were some adjustments to the office staff two or three years ago. There have been police adjustments due to the matrix. He felt these recycling center guys have been left out of the mix on the increases. They are doing a good job, especially Chuck who has been doing a good job running that place. He runs it like a business. This is his proposal. Selectman Snow said they need to put \$50,000 in the old recycling center closure. Chairman Robie said they need to have another Selectmen's meeting before they make that decision. Selectman Snow didn't think the line can be zero. Chairman Robie said it can be zero, if they start it this year and finish the project. If they get the closure done they don't need a closure line. Selectman DePuy said he presumed it was going to be finished this year so it won't be a cost out of next year. Chairman Robie said this was a discussion for Monday night. Selectman Chivers questioned the 2.5% COLA and some of the other employees are getting a 2%. He felt a cost of living effects all town employees uniformly and if they are going to have a cost of living increase it should be the same number for all town employees. Selectman DePuy said he didn't disagree with that thought, he just thought these guys got left out of the mix a little bit. Selectman Snow thought 2.5% was a good number, whether they do it for some of the employees or all of the employees. Chairman Robie said they need to have this discussion now before they continue. He said Selectman DePuy mentioned that the office and the police department got some raises, but the girls in the office got an increase because they took on more of a workload. They lost a person in the office. He noted the percentage increases have been across the Board for all town employees. Except for one year and there weren't any increases, but bonuses for a couple of years. Everyone got the same deal. He didn't feel they were left out from anything that anyone else didn't get. He was in favor of a 2% increase

for all town employees. Selectman DePuy said he could live with 2%. When the office staff got the increases the overall cost went down, because they have two people doing the job that three people used to do. There was a mutual benefit in the adjustment that was made there. They are doing more and are doing well. He thought for the recycling center this was an adjustment that they would consider making. Selectman Snow said they haven't done any increases for the employees at the solid waste facility for the last four or five years, so whether it is a 2.5% COLA or individual reviews, they should increase them. He felt they deserve more than the other people. They have done things for other departments in town; these guys deserve something more somehow. Selectman DePuy said he does an annual review of Chuck and he has done very well. Selectman Snow said they haven't discussed any increases in his salary or increase of the value of the employee. Selectman DePuy said it hasn't affected how much he gets paid. They do these evaluations and he is wondering why. He has impressed him by keeping the cost down and has been creative in getting income for the recycling center from what they recycle. He is coming up with this on his own, he's not helping him. He is treating this like it's his own business that he is running. Selectman Snow said it is nice for Chuck to getatta boys but money talks louder than words. Selectman Chivers thought they were talking about two different issues. One is the value of each employee and whether they are getting paid appropriately, which is to be made on a position by position basis. The other thing is a COLA which Selectman DePuy has documented as 1.5%. If we are going to be accurate and truthful about the whole thing, if they are going to be giving a cost of living increase it should be tied to the actual cost of living increase regardless of whether the person has more or less value to the town of Candia. His thought is everyone ought to get 2%. Selectman DePuy said they skipped a year, so you would add this year and last year. Selectman Chivers asked if the Board wanted to make it 3%. Selectman DePuy said he was fine with 2%, but he would like the guys at the recycling to get 2.5%. Chairman Robie understood what he was saying but if they are going to give a cost of living raise it is going to be across the board. If they want to give a 2% cost of living, which he is in favor of, and they want to give a review separately with an increase they are going to do it on a one on one basis. It is the only way to do it. In the private sector when an employee is an asset to your company and you're afraid you'll lose him to another company you compensate him with more money. Not through cost of living, but through a raise. Selectman Chivers said they aren't disagreeing with that, but the issue is whether you combine last year's cost of living with this year. *Selectman Snow moved to make the COLA across the Board at 2.5%. Seconded by Chairman Robie. All were in favor. Motion carried.* Chairman Robie said if Selectman DePuy thinks Chuck Whitcher is worthy of a pay raise they will do that for his annual review. It will be same the same for all the other town employees. He asked Selectman DePuy if he thought \$75,000 will get them a new baler. Selectman DePuy said the highest price for a baler was \$77,000. If they took the \$2,000 from Household Hazardous Waste and move it to the baler purchase that would be wise. Selectman Chivers asked when do you put something in as a warrant article and when do you put it in the budget. What is the governing principal? Chairman Robie explained if they put \$75,000 in the budget for a new baler and budget is approved, they buy a baler. Our budget increases by \$75,000. Next year if the budget goes default that \$75,000 is in that budget forever. Other than that what is the governing principal here that is the consequence. Selectman DePuy explained if it is a routine item that occurs year after year it should be in the budget i.e. Household Hazardous Waste day. If it is a onetime special purchase that may be something you make a warrant article. So the baler we might make a warrant article and ask the town about it, but the whole building we have at the recycling center is built around the baler and without the baler that place doesn't

function. The baler makes us \$50,000 per year, instead of selling this stuff in bulk or loose which they would never make money on. By compressing it and crushing it we are going to get \$58,000. The baler costs \$77,000. He thought it was appropriate to put it in the budget. It is a tossup if the people want a warrant article he would say fine. Facility Operator Witcher said it has been in the capital improvement plan for the past 4 or 5 years. Chairman Robie clarified that they have looked at the capital improvement plan and there are some monies there that they are going to pay down the bond with. This would be a place to use some of that money, but they still have a bond of \$150,000 plus \$21,000 in interest. He noted that the Budget Committee has requested that they reduce the number of warrant articles. It is their due diligence to make a budget every year that passes. He felt they should leave the baler in the operating budget and do what they need to do with the money. Selectman DePuy said the baler is hanging by a thread and if it goes the cost of operating the recycling center goes up \$50,000 per year. Selectman Snow said the important point is that Board of Selectmen need to make it clear that if the Budget Committee were to take that out of the budget it will be a warrant article. He mentioned last year they put \$1,000 (in the budget) to put the surfacing at the playground, because they didn't want to have a fund. Chairman Robie said they are going to get a baler one way or another.

Smyth Memorial Building (under Town Building Expenses): Trustee Carla Penfield said they have increased the amount of the budget from last year. They had about \$14,000 for the current year and by the end of the year they'll have about \$150 that wasn't spent. With the money they have this year they've repaired the roof and they have a contract to restore five of the windows. Next year they are hoping to have an extra \$2,000. The roof has been fixed. There are 24 windows all of which need repair. There are lots of things in that building that need up keep. The Trustees listened to what the town had to say in regards to the large presentation they gave last year. They also understand that the town is not interested in spending a large amount of money, but they were interested in maintaining the building. Their goal is to keep the rain out and maintain the building. The next few years their going to be doing window repair, the budget you see for next year include more windows. Plus all of the normal expenses they have (heat, lights, etc.). Selectman Snow asked about the \$3,000 spent so far. Trustee Carla Penfield explained they have encumbered the money for the windows. Selectman Snow said they have a contract for \$6,000, so the \$3,000 plus the \$6,000 is \$9,000 out of the \$14,000. The \$14,000 that was in the budget last year was in the budget to put in a septic system. Trustee Carla Penfield replied no it was not there has been any discussion about putting in a septic system. Selectman Snow thought there was discussion about putting in water and septic. Trustee Carla Penfield said the money last year was the regular operating budget which was \$4,000. Then they appropriated another \$10,000 which we would spend on improvements. Selectman Snow said if they only spent \$6,000 in windows they still have some money left over. Will they do more windows this year? Trustee Carla Penfield said they can't they won't have any money left over. They have the normal electric bill and the fuel bill. Selectman Snow asked how much was the repair of the roof. Trustee Carla Penfield replied just under \$7,000. Selectman Snow asked how many windows they will repair next year. Trustee Carla Penfield said they were contracted for five which will be spent out of the 2014 budget. The plan is for another five next year for the same amount of money. There are twenty four windows in the buildings. Chairman Robie said the original quote was for \$24,000 to replace all of the windows. The town voted to appoint a Board of Trustees to make the decisions on what they are going to do. Ms. Penfield said they are going to do 5 this year and 5 next year. It is their decision on what windows they want to do. Selectman

Snow said he was looking at the \$24,000 and seeing if they can get more windows done next year. Chairman Robie said it was their decision on what to do with the money. The town voted for Trustees. Our job is to approve their budget on their recommendation. Selectman Snow said his only question was what was contained in that budget. His only questioned was \$2,000 adequate to do those five windows. The Trustees should explain to the town what they are doing. Ideally they get all the windows in the top part of the building done. Selectman Chivers said if they get down in the weeds on every level of the budget, they won't get out by noon. He suggested going to the Trustees meeting and help them out. Selectman Snow said this is their job. Trustee Carla Penfield clarified the Trustees have no immediate plans for water and septic. They can't afford it. They've tried to listen to what the town has said and the town wants to preserve the building, but they also want to be conservative on how we spend our money. So conservatively they are asking to spend \$16,000 next year and they will do more windows in 2015. They will also be doing yard work. The basement has been used for storage by a couple of groups in town. The basement needs to be cleaned out and they have glued down wall to wall carpet that is moldy that they are trying to figure out how to remove. With the money they have left they will address the moldy carpet in the basement and the overgrown shrubbery on the side of the building. Selectman DePuy said it seemed like a modest budget to him to get this building back in good order. Chairman Robie it was the consensus of the Board to accept the Old Smyth Memorial budget as presented.

Tax Collector: Tax Collector Stamatelos asked if there were any concerns or questions. It was noted that the there will be a change in the increase of the Deputy Tax Collector wage line. The new number will be \$4,224 which will bring the total budget number to \$24,287 and an increase of 1.49 %. It was the consensus of the Board to accept the Tax Collector's budget.

Election/Voter Registration: It was noted there is only one election next year. The wages will be adjusted slightly for the supervisors of the checklist wages. It was the consensus of the Board to accept the budget.

Town Clerk: Town Clerk Dupere noted there was an increase in the municipal agent/vitals/title line because she is now a boat agent. Now boat owners can register in Candia . It is a wash item but she has to account for it. She is training a new deputy, because Cheryl Bond is leaving us. She will be training Donna Hetzel who is also the Tax Collector's Deputy. She has agreed to work with both of them. She has to send her to certification classes for motor vehicles, Secretary of State and vital records. She will be attending a lot of classes. She mentioned election materials line and the school reimburses us for the school portion of the ballot, but she has to prepare the entire ballot. Ours is usually multiple pages and theirs is usually one. Everything else is basically the same. Chairman Robie asked if they were paying the Donna Hetzel the same hourly rate as Cheryl Bond. Town Clerk Dupere replied that she stated with the Tax Collector at a much higher rate then she started Cheryl Bond at. She is starting her at \$10.00 per hour. Chairman Robie asked how much difference is that from what Cheryl makes. Town Clerk Dupere noted that Cheryl was getting \$14.00 per hour now. Chairman Robie said they don't need to increase the line then. Town Clerk Dupere said the increase isn't so much in the wages as it is in the training classes and school. She said the Board could cut it back down to \$9,000 if they wanted. Tax Collector Stamatelos said then you are cutting into her hours. Chairman Robie said you just said you are going to pay her \$4.00 an hour less. Town Clerk Dupere explained she is

going to have to spend a lot more hours with her before she goes to certification school. Chairman Robie said at \$4.00 per hour it adds up really quick, every three hours she works she is going to gain an hour. Tax Collector Stamatelos asked if she had the amount of hours she needed to be available in the office and the amount of hours she will need the training. Chairman Robie said she can work the same amount of man hours that Cheryl works and still have numerous hours to go to training. Tax Collector Stamatelos asked if they had the calculation and do the number of hours at the window cover that wage line. Chairman Robie noted the \$9,000 covers Cheryl's wages at \$14.00 per hour. Town Clerk Dupere said Cheryl isn't going to school, but when she sends the deputy she will have to account for mileage and she has to be paid for the time at the school. This is why she increased it. Chairman Robie said from a \$14.00 per hour salary to a \$10.00 per hour salary is almost 1/3 to go to class and do all of the other stuff at the same rate. Town Clerk Dupere said once she is trained her hourly rate will increase as well. Selectman Chivers asked if she could make it work for \$1,000 less. Town Clerk Dupere said she'll try it for this year, but they would have to look at next year's budget. Chairman Robie said they should do the math on this. Selectman Chivers noted it depends on how many hours of training she has. Town Clerk Dupere announced that November 15th is Cheryl Bond Appreciation Day they will be having a party in the meeting room at 1:00 p.m. It was consensus of the Board to accept the Town Clerks budget.

Election Administration: Town Clerk Dupere noted our voting booths are falling apart. Some of the booths are over 60 years old. It might be time to start looking at new voting booths. She has table top booths, but they can't use all table top booths they have to have some standalone. Chairman Robie asked if she had a price on standalone voting booths. Town Clerk Dupere said she would be attending the conference and there will be vendors. The booths have to be approved by the Secretary of the State. She will get some pricing. Selectman Snow said that Moderator Clark Thyng suggested that they needed new voting booth, so why doesn't he work with Chris to come up with a number. They can put in a warrant article and maybe purchase or all of them next year. Chairman Robie said Town Clerk Dupere said she was going to get numbers from two vendors at the conference. Selectman Snow asked if she and Clark could come up with a number to bring to the Board, so they could consider putting it in as a warrant article. Town Clerk Dupere thought it would be too expensive to replace them all at once. She said she would work with Clark on this. It was the consensus of the Board to accept the budget.

Town Officer's Expense (Webmaster): Chairman Robie noted that the Webmaster stipend was increased from \$1,250 to \$3,600. Webmaster Catherine Sangillo said the website needs to be updated. If you look at surrounding towns they have a better visual appeal. It also needs to be mobile friendly so it can be accessed through a cell phone. Technology is always improving and moving along. She would also like to go to a changed management system so it is easier to maintain, and departments like the police department gets information out a little faster. Selectman Chivers said he would like to keep it the way that it is. They've gone for many years without a website and he bet half the people in the room never look at it. He thought it was a luxury and they get a lot of their information out through the bulletin boards, word of mouth, and the newspaper. Webmaster Sangillo replied the website is a communication tool; you have to try to do everything to try and get the information out to the public. Tax Collector Stamatelos asked how someone could get information out there. Webmaster Sangillo said they would have a special password, but she would still post minutes and agendas. It would be a benefit to the police

department; they could put the information faster. Selectman DePuy didn't think they were in the forefront of this. If they are catching up then maybe we should do this. Chairman Robie asked Webmaster Sangillo how many hours per week is she working on the website. Webmaster Sangillo said she spends between 2 hours to 7 hours per weeks. If she does server updates it could be more. Chairman Robie said he was okay with the increase. Selectman Snow said they are using the website as a tool for noticing. He mentioned Candia Vineyards and a person saw this place on the website and came to visit it. He noted Webmaster Sangillo is doing a marvelous job. It was the consensus of the Board to accept the budget increase.

Advertising and Regional Associations (SNHPC): It was the consensus of the Board to accept the budget as requested.

Ambulance: It was the consensus of the Board to approve the budget as requested.

Animal Control: There was a decrease in the wage line. Chief McGillen said he lowered the gas line as well. There is an expense coming out of the uniform line. They are going to be over this year on the kennel cost, but he thought they could keep it at \$400. It was the consensus of the Board to accept the budget as requested.

Auditing Services: It was the consensus of the Board to approve the budget as requested.

Budget Committee: It was the consensus of the Board to approve the budget as requested.

Building Inspection: Building Inspector Murray noted that he increased his hours so he can provide better service for the community. He is doing the best he can with what he's got. He has 203 open permits right now. He does building inspecting, plumbing & mechanical, life safety, code enforcement, health officer and building maintenance too. He felt he was spread a little thin for the hours he works. Most towns have a full time Building Inspector. It is a matter of adequacy to do the job for the community. Selectman Snow said they went to a part time Building Inspector when building activities were down. He thought they needed a full time Building Inspector/Code Enforcement Officer and Health Officer. Building Inspector Murray noted it is basically 8 part time jobs. He thought 8:00 am to 3:00 pm Monday through Friday. At least he would be here every day. Selectman Chivers asked how many hours per week does he work now. Building Inspector Murray replied 21 to 24 hours per week. Selectman Snow asked if he would be working any nighttime hours. Building Inspector Murray replied yes, he'll work it into the 35 hours. Selectman Chivers thought this was a big jump in one year. Is there any chance he could phase this in, this is a huge increase. Building Inspector Murray said it was the Boards call. Right now he is working three days and he is working another job the other two days. If he goes to full time he'll quite the other job. He felt he Town should have a full time Building Inspector. Selectman Chivers asked how many new houses were built in Candia last year. Building Inspector Murray said three. Selectman Chivers asked what the record was. Building Inspector Murray said probably nine back in the day. He said since he has been here it holds pretty steady at two or three. It's the repairs, this why he has 203 open permits. He noted last month he had 95 inspection in 12 days. Selectman Chivers questioned why does a roofing job need to be inspected. Building Inspector Murray said as far as roofing goes he kind of agreed, but that is how you end up with four or five layers on a roof. Chairman Robie said it's his roof. Selectman

Chivers said if he wants to put ten layers up there it's his America. He doesn't get it, it's his property. Chairman Robie said Dave is doing what the town has told him to do. If they want to change the regulations and the zoning, it is a discussion for another day. Selectman Chivers said this is part of the discussion, do they want Dave doing all of these inspections. Selectman Snow said he is getting revenue to do the inspections. Tax Collector Stamatelos noted if he doesn't close the permits then it doesn't update Vision which updates tax and they won't get their money on upgrades. She noted sometimes you hear people haven't closed out on permits that they've had finished for six years. Building Inspector Murray said he probably have 15 old permits that linger. Tax Collector Stamatelos said sometimes it gets lost in cracks. If they have a full time guy he'll be on that stuff. Selectman Snow explained the equalized assessed value goes up on the work that you've done from year to year. There doesn't have to be a certificate of occupancy on it. The assessment goes up based on what you have done. Building Inspector Murray said the assessor works with him on the open permits. Selectman Chivers reiterated that this is a huge increase and would like to see this phased in over a couple of years. Building Inspector Murray said you have to look at it from his perspective. He is only working three days; he has to make it up somewhere else. If he is only coming in four days it's hard getting a job somewhere else one day a week. This isn't about the money. Selectman DePuy said he is inspecting according to code, so he making sure things are built right. Building Inspector Murray said this is a service to the community. Selectman DePuy said it sounds like position requires full time, but he understood it was a big jump from last year. Building Inspector Murray understood he is a taxpayer too. He goes to the meetings up at the state and they know you can't do this job part time. A lot of towns have two inspectors. He felt he could do this job adequately in three days. Chairman Robie thought this would be an asset to the homeowners and the builders. He noted that Dave would be entitled to health insurance and retirement once he goes full time. Selectman Chivers noted if you want a full time employee you have to pay the money it costs. Chairman Robie said he just wanted to make the Board aware of that so there weren't any surprises. Chairman Robie, Selectman DePuy, and Selectman Snow were in favor of Building Inspector Murray's request and Selectman Chivers was opposed. Chairman Robie said he would bring this to the Budget Committee.

Health Department: Chairman Robie said they haven't spent any of the money that was proposed. He asked why we didn't spend the \$600 for the spraying application. Building Inspector Murray said it goes out before the end of the year. They have to get it done. They get it through the state and it's a \$600 fee. He would like to get some bids from other companies. Selectman Snow asked if it was going to be a warrant article next year. Chairman Robie said they aren't discussing it at this time. It was the consensus of the Board to accept the budget as requested.

Cemetery: Selectman DePuy said the budget has stayed the same. The only change would be the wage adjustment. They've been just under budget for the last year. He would recommend accepting the same budget as last year with the exception of a slight increase for the wages. Chairman Robie mentioned Bob Pike does our cemetery work. He does it at an hourly rate and he takes his equipment time out of that hourly rate which he hasn't been compensated for his equipment. They need to adjust his pay for equipment. He hasn't had a raise. Selectman Snow noted he did get the COLA increase. Chairman Robie said but not his equipment cost. He is working by the hour, but he is also using his equipment. Selectman Snow said he is working as a

contractor as opposed to an employee. Selectman Chivers said he is on the payroll. Chairman Robie said it's a mess. Selectman Chivers asked if he is using his equipment why is there \$1,000 for equipment maintenance. Selectman Snow said if Bob Pike quits they'll have a problem. Chairman Robie said they'll give him more money, it's simple. He said he increased the wage line by \$1.00 so the Board could talk about it. Every time they talk about this no one can understand it. He explained if Road Agent Lewis's backhoe went up by \$5.00. He is getting \$70, so he raises it to \$75.00. There are no questions asked they pay him. He said Bob Pike isn't going to say anything. He mows the cemeteries year after year and never says anything. Selectman Snow clarified that Road Agent Lewis uses state rates. Chairman Robie replied if the rate goes up, he goes up. Selectman Chivers asked why can't treat Bob like they treat Steve Ableson. Chairman Robie said Steve Ableson gets \$35.00 per hour to cut grass; Bob Pike gets \$19 and change. He said this was just a suggestion and maybe someone might want to up it to \$2.00. Selectman Chivers asked if Bob requested \$1.00 increase. Chairman Robie replied no and Bob wouldn't say boo about anything. Selectman Chivers said if this was his recommendation he was in support of it. There wasn't much of an increase in the entire budget. Chairman Robie asked the Board if they would like to increase the wage line by \$1,000. Selectman DePuy would increase it by \$740 (based on hours worked at a \$1.00/hour); this would bring the line to \$19,100. Chairman Robie would like to see it increased by \$1,000. Selectman DePuy noted he was getting a 2.5% COLA as well. Accounting and Payroll Clerk Becker asked about his number of hours and what it was based on. Selectman DePuy said he got the information from Superintendent of Cemeteries Jerry Becker's study. It is the number of hours worked at each cemetery. Selectman Chivers said if Mr. Pike wanted a \$1.00 increase he should be here making his case. He would support \$18,360. Selectman Snow would like to increase the wage line to \$19,000. Selectman DePuy said he could live with that, but he would like to know what Chairman Robie recommends. Chairman Robie suggested increasing the wage line to \$19,000 and let Mr. Becker and Mr. Pike know there is an increase. They need to keep in mind the cemetery budget won't be their budget next March. It was the consensus of the Board to accept the budget as amended.

Conservation Commission: The bottom line increased by \$15.00. It was the consensus of the Board to accept budget as presented.

Direct Assistance: Chairman Robie said they have decreased in the line from \$30,000 to \$20,000. Welfare Director DelRosso said the food stamp program in not going to be federally funded in New Hampshire this year. She doesn't know if she'll have more clients. This is a board decision. If they do go over they are going to have to find the money somewhere. She can't predict what is going to happen or how many clients she is going to have. Selectman Snow asked if it was \$50,000 last year and they brought it down to \$30,000. Chairman Robie said it was \$60,000 in 2009. Selectman Chivers said regardless of the amount on that line the town still has an obligation to respond. Any number they put down is arbitrary. It's not like they are going to put \$20,000 down and she is going to shovel \$20,000 out the door. Chairman Robie said she has been doing a good job with that. Selectman Chivers said she has been doing a great job and he is fully in support of this. The number you put down is a shot in the dark. Welfare Director DelRosso said the only difference is that line is regulated by the state. It could cost the town \$50,000 and they would have to come up with that money. Selectman DePuy thought they should leave it at \$20,000 and see what happens. Chairman Robie asked if they wanted to keep it at

\$30,000 or drop it to \$20,000. Selectman Chivers noted they've only spent \$5,000 out of it. Welfare Director DelRosso said she is going into the winter months, so keep that in mind. She would say \$25,000. It has been going down and that would be a safe bet. Selectman Chivers said he would support that. Citizen Al Hall said according to the 2010 census there are 169 families in this town below the poverty level. It's food for thought.

Welfare: Welfare Director DelRosso asked if she would get the 2.5% COLA also. Selectman Chivers said she would. Chairman Robie said it would be based off of the \$5,500. Welfare Director DelRosso said she wouldn't be gaining anything anyway, because it has gone down \$1,000. Chairman Robie said her hourly rate would go up by 2.5%. Welfare Director DelRosso said she can only work a certain number of hours per week. She noted that she decreased the mileage line. Chairman Robie suggested they accept this budget as requested. It was the consensus of the Board to accept the budget as presented.

Emergency Management: It was the consensus of the Board to accept the presented budget.

Fire Department/Forestry: There was discussion about the water supply line. Road Agent Lewis explained this is the line they work on dry hydrants with. Some years they don't use it, it's done by volunteers. Every time they do it as a volunteer it doesn't show up an expense. They need to charge for the work so it uses some of the line. It used to be that the contractors got together and replaced it. They are going to do the one on Patten Hill Road and there is an expense to buy the pipe and everything else. Chairman Robie thought that the Fire Chief moved the money around from the water supply line within his budget to other lines that needed it. He reduced the line to a dollar. In years past it didn't get charged. Chairman Robie suggested accepting the Fire Departments requested budget for 2015. It was the consensus of the Board to accept the budget as presented.

Heritage Commission: It was the consensus of the Board to accept the Heritage Commissions budget as requested.

Highway: Road Agent Lewis explained the patching line has gone up by \$2,000, so basically it amounts to \$1,500 worth of patch and another \$500 to put that volume out. Patch is now up to \$100 per ton. Tree removal has been at \$4,500 for years and they need to take down some trees around town. The tree removal line covers what falls down and what storms blow down. For a bucket truck and two men it costs the town \$125. It doesn't go very far so he put another \$2,000 in that line. It's the same for brush cutting. It was \$1,500 for year and he increased it by \$3,500. He increased the mowing line by \$2,000. The big one was asphalt maintenance. It was at \$60,000 for years and he increased the line by \$20,000. It will only buy us 250 tons of asphalt. To put it in prospective it would do just about a 1/2 mile of 2 inch top coat. This would give them enough money to top Critchet Road. It isn't much money, but it will help us out some. They are so behind on paving they have to start getting caught up. Next year's big warrant article will be the upper end of the Chester Turnpike. There are still all of the other roads and they are reaching the life expectancy on asphalt on the roads they rebuilt 15 years ago. The other thing he was going to mention was the pay rates for all of the equipment whether its summer or winter maintenance. The rates haven't increased since 1999. It's getting harder to get plowing contractors to want to plow for us. It's the same for summer maintenance. Let's say his loader

gets \$57 per hour, the private rate is \$80 or \$90. He grades for other towns and they pay \$45 more per hour than the town of Candia. We have really fallen behind on our rates. It's getting harder and harder to get people to work for us. This is something they need to think about. These contractors have to pay for their own fuel, insurance and wear and tear on the equipment. Selectman Chivers asked which lines that would show up in. Road Agent Lewis said basically its all lines. Selectman Chivers asked what kind of adjustment is warranted. Road Agent Lewis said he would have look at it and compare it to other towns. Like some towns he has compared it to there is almost a \$20 spread. Chairman Robie noted anyone in the private sector would charge \$80 - \$90 for their backhoe. Dennis charges \$57 and he takes his wage, fuel, insurance and payment on that machine. He noted the state rate is pretty poor. Selectman Snow said they will need to come up with some standard. Road Agent Lewis said they could do that through comparisons and base it on the state rate. There is a lot of things they could do with that. Even to compare plowing for the state compared to Candia. They have way more trucks per mile than we have. Selectman Snow didn't disagree that they should be paying them what their jobs are worth, but Dennis does a marvelous job on the roads. If he wants to change the rates, then the state rate is an easy way to explain it. They need to come up with something that they can bring to the Budget Committee and say this is why we are doing things the way we are. Chairman Robie said he didn't agree with that at all. Selectman Chivers said how else would you go to the Budget Committee and explain all of these lines. They need some type of logical explanation. Chairman Robie said he would say just what he told them. Dennis is charging \$57 and everyone else is getting \$87. Selectman Chivers asked if that was a standard he could site with some kind of authority. Chairman Robie felt he could. Road Agent Lewis said he needed some direction from the Board. Selectman Chivers said they don't want him running his department as a charity to the town. He would also like to see the town take a little better care of our roads. Road Agent Lewis said they used to have a good program for maintenance. They had three years of bad floods and we fell behind. When he took over he was paying \$27 per ton for asphalt. This year the best price he got was \$71.50 and it hasn't changed. They are getting way less. He used to shoot for a mile of road to be shimmed and over laid and now he is down to 4/10th of a mile. He has tried to increase it in the past but got shot down. They need to recover. He explained the life span of asphalt is 10 to 15 years at best. Selectman Chivers said they have 45 miles of road they should be doing 3 miles of road per year. Road Agent Lewis explained a shim and an overlay would need 1,400 tons of asphalt. He noted Chester Turnpike is a prime example. It was rebuilt very well, but it would take a ton of shim to fix it. Chairman Robie said it was rebuilt 22 years ago. There was some discussion about maintaining the roads. Chairman Robie said based on Road Agent Lewis's recommendation they should increase the asphalt line by another \$20,000 and bring it to \$100,000. He mentioned if the rate has to increase for the plow trucks, he doesn't have a problem paying a plow truck more money. The only way to do it out of this is to work them less hours. Sometimes that doesn't work. Selectman Chivers asked how you work a truck fewer hours. Selectman Snow said you can't. Chairman Robie said you can't or you start earlier or later and don't clean up the roads as well. The only way to do it is to work them less hours. Selectman Chivers asked by working less hours what are you accomplishing. Road Agent Lewis explained the anatomy of a snow storm. If they don't go out and treat the second the storm starts it packs on the road, so that first trip they do when it barely starts snowing is treated to keep the snow from packing on the road. Thirty years ago you could get away without doing that because they didn't have the volume of traffic. Now if they skipped and started later snow would pack on the road and they would never get off the road until spring or they would use massive amounts of salt to get

rid of it or peel it off with a grader. The expense would be at the end of the storm. If they tried to send everyone home in the middle of the storm, chances are they won't come back. They don't plow snow that way it's too hard. You try to move a foot of snow off the road that has been packed on, it doesn't happen. They aren't going to get up the hills on New Boston Road or Tower Hill Road. Storms need treatment the way we treat them. There is no getting out of that. Selectman Snow said some of the money in the warrant article should be coming over to the budget and still leaves the \$75,000 out there if that is what the town wants. They'll make sure that it only gets spent on maintenance. Road Agent Lewis noted last year was an exceptional winter, not every year is like that. Chairman Robie asked if they had a recommendation to increase winter payroll. There was some more discussion on the asphalt line. The increase would give them almost a mile of top coat. Road Agent Lewis said if the Board wants he can call other towns and see what their pay rates are for equipment. Chairman Robie said they are going into the \$75,000 almost every year. There may need to be an increase there. Selectman Snow said they should leave it at \$75,000. Chairman Robie said it should be in the budget. He noted \$141,000 has been spent in winter payroll almost every year. They probably want to increase that and leave the warrant article as is. He asked his fellow Board members to come up with a number to increase it by. Selectman Snow said this just political position not a logical one. He supports everything Dennis is saying, he's thinking if they go from \$80,000 to \$100,000 they are going to have a hard time. The \$80,000 is enough to put forward Dennis's argument that they are not doing what they should with the roads. The discussion we have here needs to get out to the public. Road Agent Lewis said they maintain 52 miles of road in the winter and 9 parking lots; this is with 9 or 10 people. They need to have the whole town cleaned up by 6:00 am. It's a challenge for 9 people to do all that. It's also shoveling walk ways, so they are stretched thin. Chairman Robie asked the Board if they would like to increase the asphalt line. Selectman DePuy said he would like to. Selectman Snow said he doesn't want to and felt politically it was suicide. Selectman Chivers said he would support Dennis's recommended increase, but he would like to adjust each one of these lines right here to reflect the sure and actual cost of operating the machinery. He may ask for a \$20,000 increase but it has to be appropriately reflected on each one of these lines. Chairman Robie said he's not going to be able to do that now for the budget meeting. He would have to come up with a pay schedule. It was the consensus of the Board to accept the budget with the \$20,000 increase to the asphalt maintenance line.

Insurance: Accounting & Payroll Clerk Donna Becker said she hasn't received the information yet. The Board accepted the budget as presented.

Legal Expenses: The Board accepted the budget as presented.

Other Culture & Recreation: Selectman Snow said he would like to change the wording on the lines. These are things we should be doing for the residents of the town. They really don't have a recreation department. He would like to do some trips down to the gambling area. Something that the older people would like to go to which would be funded by the fees they would charge. Selectman Chivers said if it was going to be a wash why don't they put a dollar in each line. If someone wants to gamble they can drive themselves down and gamble. Selectman Snow replied some people can't drive so they would rent a bus for them. Selectman Chivers said how about ski trips, most people pay for their own skiing. They shouldn't be providing recreation opportunities to this town they need to provide what is essential. Selectman Snow said to put it back to \$1.00,

but he is suggesting that they have some programs. He reiterated that he would like to change the line names so they are not program specific. The Board accepted the budget as presented.

Parks and Recreation: Selectman Snow said they should be changing the electricity line, because they are already overspending it. These are the numbers that he presented to the Budget Committee last year. This is what he thought it should cost if it is not being done by a volunteer. Chairman Robie said he didn't agree with any of that. They just adopted a field house at the park that needs some attention. He doesn't see anything in the budget for that. The pond park is underfunded considerably. He questioned if anyone knew who mowed the pond park for the last four years. He was just bringing it to the Boards attention. They need to have some money in the parks and recs department in Candia. Selectman Chivers noted they won't have Dick to open and close the bathrooms; they'll have to hire someone. Chairman Robie reiterated they have a building over there that needs repairs and the bathrooms are in really bad repair for a park. He knows that Dick does the best he can over there keeping them clean. Selectman Snow suggested that it be included in the overall town building budget. Chairman Robie said they have it in a certain department and hopefully it gets spent in the department. Selectman Chivers said lets go through each line and see what it will cost. He questioned if the park maintenance line should go up for the opening and closing of the bathrooms. Chairman Robie said there was some discussion about how much that was worth a day. He thought it ended up being \$25 or \$30 per day. It's the 1st of April to the end of November. Selectman Chivers calculated it to be about \$7,200. Chairman Robie thought they could negotiate the cost. Maybe a Selectman would be willing to do it in the morning and they could hire someone to close it at night. Selectman Chivers asked what the number for that line should be. Chairman Robie thought \$5,000. Selectman Chivers asked what the park maintenance line should be. Chairman Robie asked if he was using that number for the mowing or something else. Selectman Snow said he wasn't using it for mowing. Chairman Robie said they will leave the line the same. Selectman Chivers said what about the building they just adopted. Chairman Robie said they could put that under maintenance. It needs a roof, it needs to be painted, and the bathrooms need to be painted. Selectman Chivers suggested budgeting \$3,000 for that line. Chairman Robie asked about the park supplies and repair line. He noted that Selectman Snow hasn't spent that. Selectman Snow said that was the \$1,000 from last year to resurface. They have to build up the money over time. Chairman Robie said the project costs \$2,500 to resurface that. Selectman Snow explained it cost \$2,500 last year, it turned out to be \$3,000. It depends on the cost per yard. Chairman Robie said if that is the case you have \$1,700 in one line and \$1,100 in the other, so you have \$2,800. There is enough money in the budget to get this done now. Selectman Snow said there was \$1,000 that they put in from last year and that's enough to get it done this year. He asked how they were going to fund it next year. Chairman Robie said they will take care of it as they go. They should budget for it when they need to do it. Selectman Snow said then they won't need the \$1,000 for next year. Chairman Robie said they will leave the parks supplies line the same. Selectman Snow said they have done a good job taking care of the equipment. Chairman Robie thought they should put some money into the pond park. Selectman Chivers suggested \$500. Chairman Robie said \$500 at least. He suggested combining the mowing & trimming line and the maintenance of the pond maintenance of the pond park into one line and budget it for \$1,000. He questioned the special event preparation. Selectman Snow explained it is in the budget for the expenses of things like Old Home Day. Chairman Robie said if the gazebo needed to be painted they could take it from this line. Selectman Snow said he supposed. He explained they used it for the salary of the

person that used to clean up at Old Home Day. Chairman Robie said the Town of Raymond just had Old Home Day and they appropriated \$50,000 through the town budget for it. He wanted to share that piece of information with the Board. Selectman Chivers mentioned the electricity line and it looked like it was going up. Selectman Snow thought they should at least maintain the \$850. Selectman DePuy asked if they replaced the lights and was it including in this year's costs. Chairman Robie said they have lights in the gazebo. It costs \$27 just to have the service, it doesn't matter if you use the lights or not. Selectman DePuy asked how many lights they have. Selectman Snow said there are lights at the scout cabin, the field house, Pond Park, and lights in the basketball court. There are two meters. The budget was increased from \$7,430 to \$12,600. It was the consensus of the Board to accept the budget as amended.

Planning Board: It was the consensus of the Board to accept the budget as recommended.

Police: Chief McGillen mentioned the cruiser line. He felt they need a cruiser in the 2015 budget. They just spent \$1,500 on car 5 within four weeks. Most of the lines are the same. The ammunition line was increased to \$1,000. The cost of ammunition has sky rocketed. They are having a hard time getting ammo and may have to borrow some from neighboring departments. They added two laptops to the police equipment line. He's looking into grant money, so the number might go down. There was an increase in the uniform line. It's up \$3,300 to \$4,000. Chairman Robie was fine with the budget except for the cruiser. They are going to get a cruiser in 2015, but the line should be back to \$12,000. He felt even after the closure they'll have the money to encumber for a cruiser. He was pretty sure they were going to be able to fit this in the 2015 budget. Chief McGillen mentioned the revolving fund and there might be some money in there. Payroll & Accounting Clerk Becker explained the special details that were done the previous year were put in the revolving fund, so they didn't have to pay the budget back. Chairman Robie said the fund isn't a money making proposition. There won't be a lot of money in that fund unless they increase the rate. Selectman Chivers suggested leaving the \$28,000 in the budget. It was the consensus of the Board to accept the budget as presented. Selectman Chivers commended Chief McGillen on hire two part time officers instead of hiring a full time officer and making it work.

Principal – Long Term Bonds & Notes: Selectman Snow said it needs to be budgeted at \$145,000 instead of 160,750. The \$6,000 is on the revenue side. Chairman Robie asked Selectman Snow if he wanted to over appropriate by \$6,000. Selectman Snow said it was not over appropriating. The bill is going to be for \$145,000. Chairman Robie replied it doesn't matter what the bill is for, it is how we pay for it. Selectman Snow said the appropriation is budgeting in gross. Selectman Chivers noted that Selectman Snow was right. It was decided to put the numbers back where they were. Selectman Snow said he didn't want them to be at the point where they would have to take the \$6,000 out of somewhere else in the appropriations.

Property Appraisal: It was the consensus of the Board to accept the budget as requested.

Street Lighting: The Board accepted the budget as presented.

Town Building Expenses: Selectman Chivers noted the only change was the carpet. Tax Collector Stamatelos noted the carpet in her office has never been changed. Chairman Robie said

neither has the town offices. It's been 25 years. He noted the meeting room carpet has never been replaced either. Tax Collector Stamatelos was adamant that the meeting room carpet was changed. Selectman Chivers asked what the holdup was on changing the carpet. Chairman Robie said it was the money. Selectman Chivers said it was part of office maintenance. Chairman Robie noted this was his first year over seeing the office and felt the carpet needs to be changed. Selectman Chivers said he would be in support of that if the carpet needed to be changed. Selectman Snow said he hasn't seen any holes in the carpet. It was noted that the carpet is unraveling in different spots in the office. It was the consensus of the Board to replace of the carpet in the office. It was the consensus of the Board to accept the budget as requested.

Town Officer's Expenses: Chairman Robie noted there was an increase in the software support line. It was the consensus of the Board to accept the budget as requested.

Treasurer: The Board accepted the budget as requested.

Zoning Board: The Board accepted the budget as requested.

The total amount of the 2015 budget is \$2,524,233 which is an approximate 4% increase.

The meeting adjourned 11:25 am.

Respectfully submitted,
Andria Hansen
Recording Secretary